Army Research Institute Overview

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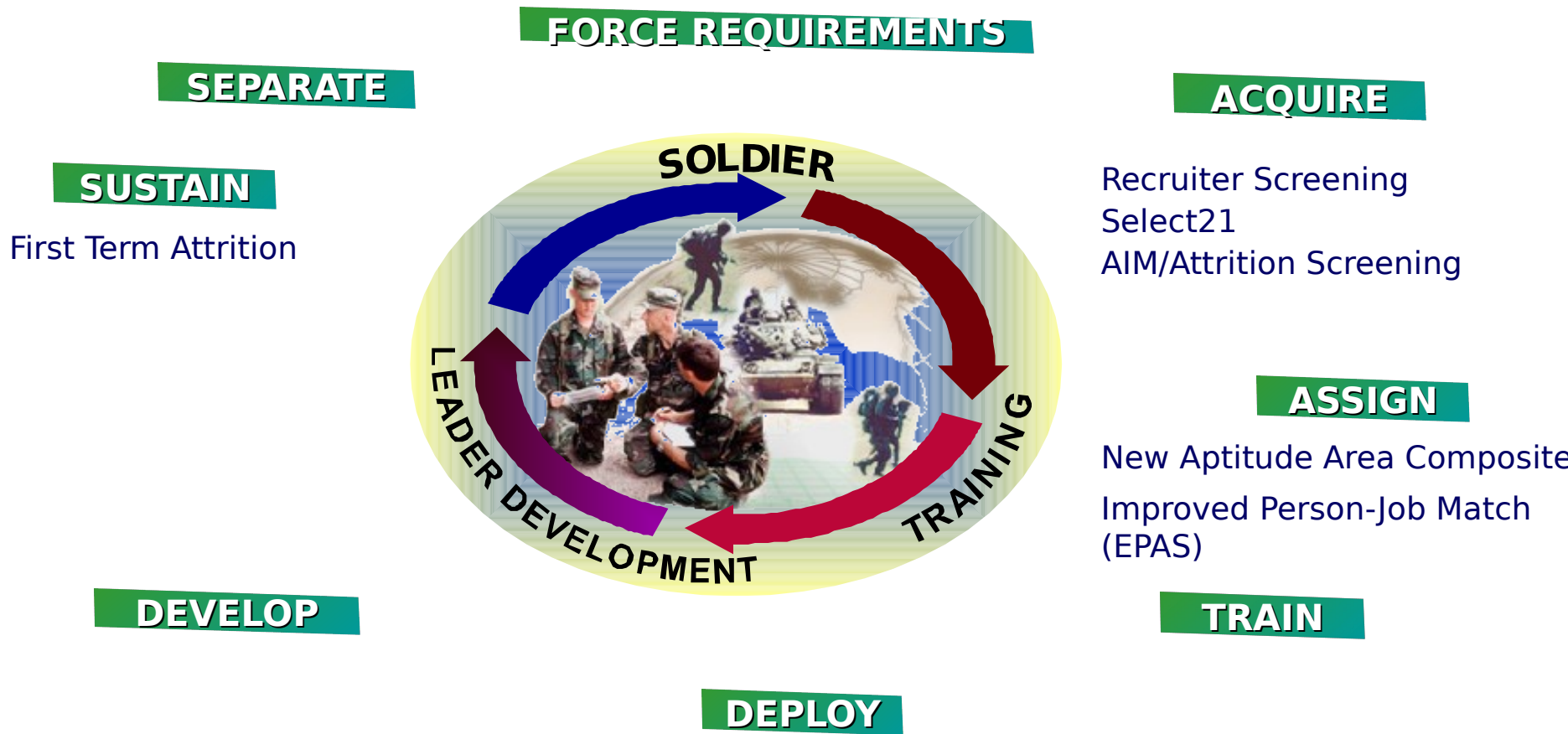
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Selected SARU Programs
Supporting the Total Soldier Life Cycle

FORCE REQUIREMENTS

SEPARATE

ACQUIRE

SUSTAIN

Recruiter Screening
Select21
AIM/Attrition Screening

First Term Attrition

ASSIGN

New Aptitude Area Composite

Improved Person-Job Match (EPAS)

DEVELOP

TRAIN

DEPLOY

SOLDIER

LEADER DEVELOPMENT

TRAINING

Recruiter Screening

- Focuses on the role of the recruiter in the accessions process
- Goal: More productive recruiters, leading to an improved applicant pool
- Vehicle: Improved measures of recruiter aptitude
- Assessment: Do measures predict recruiter production, ratings?
- Coordinated effort with Center One, Recruiting and Retention School – LTC Bowles will present

Select21

- Focuses on the process of selecting future soldiers
- Goal: More effective soldiers in the Objective Force
- Vehicle: Improved measures of applicant knowledges, skills, and attributes (KSAs)
- Assessment: Do KSA measures relate to future-oriented measures of job performance?

Improved Person-Job Match

- Focuses on the process of assigning new accessions to Military Occupational Specialties (MOS)
- Goal: Soldiers matched to those jobs for which they are most suited
- Vehicles:
  - New composites: better linking of ASVAB tests to job sets
  - New assignment algorithms: better use of test-job set linkage in assigning soldiers to jobs
- Assessment: Do improved person-job match procedures result in better system-wide soldier performance?

AIM/Attrition Screening

- Focuses on the need to identify likelihood of attrition among applicants who have not graduated from high school

- Goal: Expanded applicant pool

- Vehicle: Improved measures of an individual's future propensity to attrit

- Assessment: do these measures predict individual attrition outcomes?

First Term Attrition

- Focuses on ways to better manage first-term attrition
- Goal: Generate strategies to reduce attrition
- Vehicle: Surveys, analyses which seek to identify causes of attrition
- Assessment: Do the variables examined predict attrition?

Linkages among ARI Programs

- Common elements (recruiter screening, Select21, person-job match, AIM/attrition screening):
  - Measures of individual KSAs which can predict performance and/or attrition and
  - Use of outcome measures to assess prediction
- Will build on previous and ongoing research in identifying and developing most promising measures
- For example, will feed product of 2 decades of research on non-cognitive measures into three current projects (AIM/attrition screening, recruiter screening, Select21)